

Diocese of Olympia
Resolutions Committee – 2017 Report to Convention – Revised

MEMBERS OF THE RESOLUTIONS COMMITTEE: *The Rev. Jonathan Weldon*, chair, St. Paul, Bellingham; *the Rev. Rilla Barrett*, St. Stephen, Oak Harbor; *the Rev. Bonnie Malone*, St. George, Maple Valley; *Mary Maxon*, Emmanuel Church, Mercer Island; *Susan Rolfe*, St. Mark, Montesano; *David Swim*, St. John the Baptist, Seattle.

Six Resolutions were received by the September 12 deadline. The Resolutions Committee has considered the resolutions and offers its opinions, based on the process outlined in the diocesan canons, in this report.

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1 **Resolution #1 – 2019 Assessment Rate**

2 *Submitted by the Diocesan Council*

3 Resolutions Committee Recommendation: DO PASS

4 **Resolved**, That this 107th Convention of the Diocese of Olympia approve the recommendation of
5 the Diocesan Council that the 2019 diocesan assessment rate factor be set at 15.0% of the Net
6 Disposable Income (NDI).

7 Explanation: In accordance with Canon 7, Diocesan Convention determines the assessment
8 rate for the second year of assessment following determination; thus the 2017 Convention sets
9 the 2019 assessment rate. Over the past few years the rate has been reduced to the current
10 level of 15%. The rate was 20% from 2004 to 2006, 18% from 2007 to 2011, 17.5% in 2012, 17%
11 from 2013 to 2015, 16% in 2016, and 15% this year of 2017.

12 Some years ago, Bishop Rickel and the Diocesan Council committed to a review of our
13 assessment rate and structure, as well as our overall vision and mission. The assessment rate
14 task force made presentations to the Diocesan Council during 2013 with several
15 recommendations. The Diocesan Council acted on several recommendations from the
16 Assessment Review Task Force, which took effect in 2014 and 2015. This included the non-
17 assessment of grants to congregations and a new way of calculating the NDI. With each of these

18 changes, the diocese has reduced the amount of assessment dollars not collected each year. The
 19 current assessment shortfall rate is likely to be the lowest since 2002. Coupled with reductions
 20 in spending at the diocesan level, Diocesan Council lowered the assessment rate to 15% of NDI
 21 while maintaining all current programs for 2017.

22 The recommended continuation of the 15% rate is based upon the patterns of assessments
 23 paid by congregations since the shift to “real-time NDI calculations,” the performance of the
 24 diocesan investments, and the fiscal prudence of diocesan staff. This reduction in the
 25 assessment rate, 25% over the past decade, is a substantial shift in dollars from the diocesan
 26 budget back to individual congregations to further local missional activities by our
 27 congregations. Moreover, by maintaining the current assessment rate of 15%, the diocesan
 28 budget is able to provide additional support to congregations with grants, clergy residency
 29 program, support for congregations in transition, the widely acclaimed College for
 30 Congregational Development, support for emerging missions, and other forms of congregational
 31 support and help. Said programs account for almost 50% of the diocesan budget.

1 **Resolution #2 - Cost of Living Adjustment (COLA) to Clergy Salary Scale for 2018**

2 *Submitted by the Personnel Commission of the Diocese of Olympia*

3 Resolutions Committee Recommendation: DO PASS

4 **Resolved**, That this 107th Convention of the Diocese of Olympia set the Cost of Living Adjustment
 5 for 2018 parochial clergy salary scale at 3.0%.

6 Explanation: As required by Canon 23, sections 2 and 5, the Personnel Commission, in August
 7 2017, proposes the Cost of Living Adjustment (COLA) for 2018 for the parochial clergy salary
 8 scale. This is based on the Bureau of Labor Statistics Consumer Price Index for the Seattle-
 9 Tacoma-Bremerton area for June 2016 to June 2017, which showed an increase in the cost of
 10 living of 3.02%. For information purposes the Personnel Commission offers the clergy salary
 11 scale adjusted for the proposed COLA increase:

12 **Personnel Commission – 2018 Proposed Parochial Clergy Salary Scale**

13 GRADE	MINIMUM	MID-POINT	MAXIMUM
14 A	\$ 88,791	\$ 110,989	\$ 133,187
15 B	\$ 80,718	\$ 100,897	\$ 121,076
16 C	\$ 73,367	\$ 91,709	\$ 110,051
17 D	\$ 66,708	\$ 83,385	\$ 100,062
18 E	\$ 60,718	\$ 75,898	\$ 91,078

19 Mandatory Policies (applies to rectors and vicars):

- 20 1. If church-owned housing is provided, the range is reduced by 30% plus the
 21 amount of any utilities provided, either in form of actual utility costs paid or in
 22 allowances provided.
- 23 2. Clergy must be paid at least the minimum of the applicable range.
- 24 3. Clergy with five (5) or more years of ordained service must be paid at least 90%
 25 of the mid-point of their congregation’s applicable grade. Note: a clergy person
 26 with less than five (5) years should be given pay raises greater than the cost-of-

- 27 living adjustment so the salary would reach the 90% of mid-point by the fifth
28 year.
- 29 4. Clergy with ten (10) or more years of ordained service must be paid at least
30 100% of the mid-point of their congregation’s applicable grade. Note: a clergy
31 person approaching (10) years in the same grade or congregation should be
32 given pay raises greater than the cost-of-living adjustment so the salary would
33 reach the 100% of mid-point by the tenth year.
- 34 5. Exceptions to these policies require the approval of the Bishop.
- 35 6. All financial agreements with clergy must be rewritten or amended in their
36 Mutual Ministry Agreement to reflect changes in compensation or provisions
37 and a copy forwarded to the Bishop by January 31 of each year.

38 **Advisory Policies:**

- 39 1. For assisting clergy, it is recommended that minimum compensation be
40 established at two salary grades below that established for the parish or mission,
41 depending upon qualifications and experience.
- 42 2. If a congregation is moving toward a higher grade, that congregation would be
43 wise to increase toward that new salary grade incrementally.
- 44 3. Congregations are encouraged to consider clergy performance when
45 deliberating compensation increases in excess of the COLA.
- 46 4. For interim clergy of a parish or mission, it is recommended that compensation
47 shall be at the grade level of the parish or mission, prorated for the percentage
48 of time committed.

1 **Resolution #3 – Health Insurance Coverage**

2 *Submitted by the Personnel Commission of the Diocese of Olympia*

3 Resolutions Committee Recommendation: DO PASS

4 **Resolved**, That this 107th Convention of the Diocese of Olympia adopt the following amended
5 policy on health insurance coverage for eligible lay and clergy employees in diocesan
6 congregations and the Office of the Bishop.

7 **Introduction**

8 It is the goal of the Diocese of Olympia to provide health insurance coverage for all eligible
9 employees through the Episcopal Church Medical Trust (ECMT) as required by the
10 Denominational Health Plan (DHP).

- 11 1. **Eligibility:** Health insurance must be provided to all employees who work 1500 or more
12 hours annually, or .75 FTE (3/4 time) of actual fulltime hours. Part time employees between
13 1000-1500, or .50-.75 FTE may self-fund coverage. An employer is not required to
14 contribute any amount toward premiums for part time employees, but may do so if desired
15 and economically feasible.
- 16 2. **Level of Coverage:** The minimum standard for employer contribution to healthcare
17 premiums for eligible lay and clergy employees will be identified by the Personnel
18 Commission each year; if the standards changes, such changes will be submitted to the
19 convention for approval. Prior to open enrollment each fall, the Commission will also
20 identify the base plan from among those currently being offered by the ECMT.

- 21 3. 2018 minimum standard: The current minimum standard employer contribution will be
22 100% of the base plan for employee and 75% of the base plan for dependents of the
23 employee. An employee may buy up to a more expensive plan than the base plan,
24 assuming personal responsibility for payment of the difference in premium.
25 4. 2018 base plan: The Anthem PPO 80/60 has been identified by the Personnel Commission
26 as the base plan for 2018.
27 5. CDHP/HSA Plan: If an employee selects a Client Directed Health Plan (CDHP) (formerly High
28 Deductible Health Plan), the employer is required to contribute the monthly premium
29 difference between the CDHP plan and the designated base plan (see #4) to the employees’
30 Health Savings Account (HSA). For 2018, the monthly difference is \$219 for Single coverage,
31 \$395 for Plus 1 coverage, and \$614 for family coverage. Contributions should be made at
32 least quarterly, with the first quarter deposited no later than the beginning of February.
33 6. Parity: Minimums and premium-sharing must be the same for all eligible lay and clergy
34 employees.
35 7. Providing more than the minimum mandated coverage: Diocesan congregations and the
36 Office of the Bishop are encouraged to exceed the minimum standards of health insurance
37 coverage set forth above for all employees, maintaining parity between lay and clergy
38 employees.
39 8. Opting out: The ECMT allows eligible employees to opt out of the mandated DHP coverage
40 in a few specific instances: the employee receives insurance through their spouse;
41 employee has coverage through the military; employee is covered by Medicare insurance.
42 Congregations may NOT opt out – only individual employees.

43 Rationale: The original policy was adopted by the convention in 2012 when parity was
44 mandated by the General Convention, and amended in 2016 to clarify minimum expectations for
45 congregations and the Office of the Bishop, as well as to set a base plan. At the request of the
46 Office of the Bishop and several congregations, the Personnel Commission researched the
47 process used by various dioceses related to the CDHP/HSA plans and defined minimum
48 expectations for our diocese as set forth in #5 above. The outcome of this amendment is that
49 the cost to the employer for either the base plan or the CDHP/HSA combination is equal. The
50 Commission also reviewed the plans for 2018 and selected to keep the base plan the same as in
51 2017 – Anthem PPO 80/60 – balancing the slight cost difference with the lowest non-CDHP plan
52 offered, and keeping the base plan stable so that our members are not required to continual
53 change plans if the employer pays only for the base plan.

1 **Resolution #4 – Calling on the 79th General Convention to appoint a task force to explore**
2 **the implementation of Title III, Canon 1**

3 *Submitted by: Pamela B. Tinsley, St. Andrew’s Episcopal Church, Tacoma, WA.*

4 Recommendation of Resolutions Committee: DO PASS

5 **Resolved**, that this 107th Convention of the Diocese of Olympia approves the following
6 resolution for submission to the 79th General Convention of the Episcopal Church in 2018:

7 Resolved, the House of _____ concurring, that the 79th General Convention, in
8 recognition of the Jesus Movement and the calling of all the baptized in their daily life
9 and work, appoint a task force to study the implementation of Title III, Canon 1: Of the

10 Ministry of All Baptized Persons which reads: Sec. 1. Each Diocese shall make provision
11 for the affirmation and development of the ministry of all baptized persons, including:
12 (a) Assistance in understanding that all baptized persons are called to minister in Christ's
13 name, to identify their gifts with the help of the Church and to serve Christ's mission at
14 all times and in all places; and, (b) Assistance in understanding that all baptized persons
15 are called to sustain their ministries through commitment to life-long Christian
16 formation.

17 And be it further **Resolved**, that such task force be appointed by the Presiding Officers jointly
18 and that a report be given to the 80th General Convention with its recommendations for the
19 implementation of Title III, Canon 1 in all parishes, dioceses, provinces, and the wider church,
20 focusing on full engagement of all the Baptized in their ministries beyond Sunday in their daily
21 life, work, and leisure.

22 Rationale: Canon 1 of Title III is focused on the ministry of all the Baptized. It calls on The
23 Episcopal Church to “equip the saints for ministry” (Ephesians 4). In the Catechism under The
24 Ministry (BCP 855) the first order of ministry is lay persons. They represent the 99% of The
25 Episcopal Church. The Baptismal Covenant (BCP 304-5) is the “job description” for all the
26 baptized in their respective orders. Adopted in 2003, this canon provides the skeleton that now
27 needs to be enfolded. Hence this task force’s work is to recommend processes so that the
28 church can affirm the calling of all the baptized, especially its lay persons, and empower them in
29 all the areas of their ministry in work, home, community, and wider world as well as in the
30 Church.

1 **Resolution #5 – Regarding the Inclusivity of Deaf and Hard of Hearing Persons at Diocesan**
2 **Convention**

3 *Submitted by Lee Holland, vice president, Episcopal Conference of the Deaf; the Rev. Kendall*
4 *Haynes, rector, St. Matthew Episcopal Church, Browns Pt., Tacoma.*

5 Recommendation of Resolutions Committee: _____

6 **Resolved**, that this 107th Convention of the Diocese of Olympia mandate captioned video
7 through Communication Access Real-time Translation (CART) be provided at each annual
8 Diocesan Convention beginning in 2018, **and be it further**

9 **Resolved**, that the Diocese of Olympia set aside in its annual budget the cost of providing CART -
10 up to \$2,500 from budget for the convention under Diocesan Governance - beginning with the
11 2018 Convention.

12 Explanation: Approximately 20% of all Americans report some degree of hearing loss. The
13 percentage of hearing loss increases as we get older; by age 65, one out of three people have
14 some form of hearing loss.¹ Within the Episcopal Church, 31% of all members are over the age of
15 65.²

16 The Episcopal Church is a church for ALL people. It is imperative that we include everyone to
17 take active and full participation at Diocesan Conventions.

18 CART captioners are persons who are professionally trained specifically for real time
19 captioning. CART provides equal access to spoken information and allows participants with all
20 degrees of hearing loss to understand and participate in proceedings and discussions. In

21 addition, people whose first language is not English and people with auditory processing or
22 learning difficulties can all benefit by using CART. Additionally, captions can be read later in
23 archived videos.

24 Automatic Speech Recognition Software - ASR (YouTube, Naturally Speaking Dragon, etc.)
25 have high error rates. ASR is successful only if one person pre-trained the software to their own
26 voice/accent, which cannot be achieved at major meetings.

27 Currently, the average rate for captioners is \$130/hr. The requested budget of \$2500 allows
28 for cushion to ensure that captioning will be provided.

29 ¹ Hearing Loss Association of America. (n.d.). Basic Facts About Hearing Loss.

30 <http://hearingloss.org/content/basic-facts-about-hearing-loss>

31 ² C. Kirk Hadaway. (2014). New FACTs on Episcopal Church Growth and Decline.

32 https://www.episcopalchurch.org/files/new_facts_on_growth_2014_final.pdf

1 **Resolution #6 – Regarding American Sign Language Interpreters at Diocesan Conventions**

2 *Submitted by Lee Holland, vice president, Episcopal Conference of the Deaf; the Rev. Kendall*
3 *Haynes, rector, St. Matthew Episcopal Church, Browns Pt., Tacoma.*

4 Recommendation of Resolutions Committee: _____

5 **Resolved**, that this 107th Convention of the Diocese of Olympia mandate the use of qualified
6 American Sign Language (ASL) interpreters at each annual Diocesan Conventions, and each of
7 the four joint regional pre-convention meetings, beginning in 2018, **and be it further**

8 **Resolved**, that the Diocese of Olympia set aside in its annual budget the cost of providing ASL
9 interpreters – up to \$4,900 from budget for the convention under Diocesan Governance (\$2,500
10 for convention and \$2,400 for the pre-convention meetings) - beginning with the 2018
11 Convention.

12 Explanation: The Episcopal Church is a church for ALL people. It is imperative that we include
13 everyone to take active and full participation at Diocesan Conventions.

14 Deaf and Hard of Hearing members who use ASL as their primary language often struggle
15 with the English language. ASL is a complete, complex language that employs signs made by
16 precise hand movement, combined with facial expressions and postures of the body.¹ The
17 interpreters translate spoken English into ASL.

18 Qualified ASL interpreters for this convention are fluent in the language, knowledge in the
19 Episcopal way, and follow the interpreter Code of Professional Conduct².

20 The term qualified in this resolution means the interpreter: has training, knows the language,
21 is familiar with church terminology, has experience with conference interpreting and is
22 knowledgeable with parliamentary procedures. Many certified ASL interpreters are not qualified
23 in religious settings, because they do not know the language, the format, and this means they
24 are unqualified. That is why it is important to find someone who is qualified for Diocesan
25 Convention.

26 Currently, the rate of an ASL interpreter varies from \$40 to \$65 per hour. To ensure cost is
27 covered, this resolution requires two interpreters at the individual rate of \$65 per hour (\$130
28 per hour total) for the entire convention, plus pre-convention meetings.

29 Communication Access Real-time Translation (CART) is often not an option because it is
30 typed verbatim with little to no auditory cues such as tone or emphasis. Nor does it take into
31 consideration the different grammar and syntax used by ASL.

32 ¹ NIH. (2017). American Sign Language. [https://www.nidcd.nih.gov/health/american-sign-](https://www.nidcd.nih.gov/health/american-sign-language)
33 [language](https://www.nidcd.nih.gov/health/american-sign-language)

34 ² RID. (2015). Code of Professional Conduct. [http://www.rid.org/ethics/code-of-professional-](http://www.rid.org/ethics/code-of-professional-conduct/)
35 [conduct/](http://www.rid.org/ethics/code-of-professional-conduct/)